

COMPARISON OF LWO ADMINISTRATION AND COMPLIANCE PROGRAMS						
	Proposed San Diego - November Draft	Proposed San Diego - March Draft	Oakland	San Francisco	San Jose	Los Angeles
Year Enacted	N/A	N/A	Mar-98	Aug-00	Nov-98	May-97
Wage Rate	\$11.95 per hour	\$9.00 per hour in FY05 \$10.00 per hour in FY06	\$9.58 per hour	\$10.51 per hour	\$10.31 per hour	\$8.53 per hour
Health Benefits	\$2.53 per hour	\$2.00 per hour	\$1.44 per hour	\$1.50 per hour	\$1.25 per hour	\$1.25 per hour
Adjusted	Annually, effective April 1	Annually, effective April 1	Annually, effective July 1	Annually, effective January 1	Annually, effective July 1	Annually, effective July 1
Coverage	Service contracts  Financial assistance recipients  Employers at City Facilities  City employees	Service contracts  Financial assistance recipients  Employers at City Facilities	Service contracts  Financial assistance recipients  Leases on city property	Service contracts  Financial assistance recipients  Airport leases & subleases  Port assisted business	Service contracts  Financial assistance recipients  Case-by-case determined by Council	Service contracts  Financial assistance recipients  Leases or licenses on city property
Thresholds	Contracts > \$25K & > 30 days  \$50K or > during term of financial assistance	Contracts > \$25K & > 30 days  \$500K or > during term of financial assistance	Contracts > \$25K  \$100K/year financial assistance & > 5 employees	For-profit contracts > \$25K  Non-profit contracts > \$50K	Contracts > \$20K  For-profits > \$100K financial assistance  Non-profits > \$100K/year financial assistance	\$25K & > 3 months  \$1M/year financial assistance  \$100K of financial assistance on continuing annual basis
Major Exemptions	Employs < 5 in each of 20 or more weeks in year  Contracts for purchase or lease of goods, products, equipment, supplies or other property  Leases on City-owned land  Non-profit providers of essential social services, where hardship demonstrated  Interns working < 15 hours per week & receiving academic credit	Employs < 5 in each of 20 or more weeks in year  Contracts for purchase or lease of goods, products, equipment, supplies or other property  Leases on City-owned land  Social Service Contractors, where hardship demonstrated  Interns working < 15 hours per week & receiving academic credit	Employs < 5 in each of 20 or more weeks in year  Employee who is trainee in a job training program  Employee who is < 21, employed by nonprofit corporation for after-school, summer employment or as trainee	Employs 20 or fewer employees  If Federal or State regulations preclude applicability  If request submitted by contractor with adequate supporting documentation	Programs where city shares management authority  If Federal or State regulations preclude applicability  Programs with special decision making, i.e. Retirement Board & Deferred Compensation Board  Professional services for specialized skills	Employs < 5 employees; or if Small Business employs < 7  If Federal or State regulations preclude applicability  First-time recipients of financial assistance  Non-profit 501(c)(3) if CEO hourly wage < 8x hourly wage of lowest paid worker  Employees who expend < half of their time on city project  One-person contractors; or employees requiring occupational licenses
Waiver	Non-profit social service agencies may submit written request to CCO prior to award or agreement showing severe economic hardship or substantial negative impact on services	Non-profit social service agencies may submit written request to CCO prior to award or agreement showing severe economic hardship or substantial negative impact on services	Detailed, written explanations submitted to City Manager who may recommend a waiver for economic hardship to be determined by City Council	Office of Contract Administration will determine waiver request on receipt of request & documentation	Determined by Director of Equality Assurance when hardship to small business can be established	City Administrative Officer receives formal request for each bid or agreement
Policies	Renewed annually	Renewed annually	Waivers are disfavored & will be granted only when balance of competing interests weighs clearly in favor	N/A	N/A	Must demonstrate hardship or potential adverse impact
Advisory Board	16-member board appointed by Mayor	16-member board appointed by Mayor	None	None	None	Initial task force disbanded after implementation
Complaint Process	Respond to written & verbal complaints	Respond to written & verbal complaints	Respond to written & verbal complaints	Respond to written & verbal complaints  Conduct audits when probable cause exists	Respond to written & verbal complaints  Perform proactive site interviews	Respond to written & verbal complaints
Organizational	Office of the City Manager, Equal Opportunity	Office of the City Manager, Equal Opportunity	Office of City Manager,	Office of Contract Administration, Living	Public Works Department,	Office of City Administrative Officer,

Organizational Placement	Contracting	Contracting	Division of Contract Compliance & Employment Services	Wage/Living Health	Office of Equality Assurance	Contractor Enforcement Section
Other Section Duties	Certified Labor Compliance Program	Certified Labor Compliance Program	Prevailing Wages	Minimum Compensation Ordinance	Prevailing Wages	Service Worker Ordinance
	Equal Opportunity Contracting Program	Equal Opportunity Contracting Program	Equal Benefits Ordinance			Contractor Evaluation & Responsibilities
	Subcontracting Outreach Program	Subcontracting Outreach Program	Local Small Business			Equal Benefits Ordinance
			Local Employment Program			Slavery Business Disclosure
LWO Staff	5 FTE requested	5 FTE requested	4-6 FTE	5 FTE	4 FTE	4 – 11 FTE